

## Voting instructions

Name: \_\_\_\_\_

No. of shares: \_\_\_\_\_

### Item 3 in the Agenda

To deliberate on a proposal concerning the variable remuneration of the executive members of the Board of Directors, a bonus for the employees and also the proposed distribution of earnings.

Please mark a cross in the box:

Vote for

Vote against

Signature

\_\_\_\_\_  
*[the signature must be authenticated  
by a notary public or  
certified by the Company Secretary]*